IN THE UNITED STATES DISTRICT COURT FOR THE NORTHERN DISTRICT OF ILLINOIS

DOMONIQUE NATASHA BRIGGS and SAMAR HASSAN, on behalf of themselves and all others similarly situated,

Plaintiffs,

-against-

PNC FINANCIAL SERVICES GROUP, INC. and PNC BANK, N.A.,

Defendants.

No. 15 Civ. 10447

Hon. Amy J. St. Eve

INDEX OF EXHIBITS TO PLAINTIFFS' MOTION FOR PROTECTIVE ORDER REGARDING THE DEPOSITIONS OF PLAINTIFFS DOMONIQUE BRIGGS AND SAMAR HASSAN

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Email from Susan Stern to Douglas M. Werman, dated January 11, 2016	В
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Transcript of Proceedings for October 26, 2011 hearing in O'Toole v. Sears, Roebuck & Co	Г

EXHIBIT A

Morgan Lewis

Kevin F. Gaffney

Associate +1.312.324.1138 kgaffney@morganlewis.com

January 6, 2016

VIA FACSIMILE AND FEDEX

Christopher McNerney
Olivia Jardinado Quinto-Reyes
Justin Mitchell Swartz
Paul William Mollica
Outten & Golden, LLP
3 Park Avenue, 29th Floor
New York, NY 10016

Douglas M. Werman Maureen Ann Salas Werman Salas P.C. 77 West Washington Suite 1402 Chicago, Illinois 60602

Gregg L. Shavitz Camar Ricardo Jones Susan H. Stern Shavitz Law Group, P.A. 1515 South Federal Highway Suite 404 Boca Raton, FL 33432

Re: Domonique Natasha Briggs and Samar Hassan v. PNC Financial Services Group,

Inc. and PNC Bank
Court No: 15-cv-10447

Dear Counsel:

Enclosed please find our Notices of Videotaped Depositions of Plaintiffs Domonique Natasha Briggs and Samar Hassan.

Sincerely,

Kevin F. Gaffney

KFG/aa Enclosures

IN THE UNITED STATES DISTRICT COURT FOR THE NORTHERN DISTRICT OF ILLINOIS

DOMONIQUE NATASHA BRIGGS and SAMAR HASSAN, on behalf of themselves and all others similarly situated,

Plaintiffs,

v.

Case No. 15 CV 10447

PNC FINANCIAL SERVICES GROUP, INC., and PNC BANK, N.A.,

Honorable Amy J. St. Eve

Defendants.

NOTICE OF VIDEOTAPED DEPOSITION OF

PLAINTIFF SAMAR HASSAN

TO:

Christopher McNerney
Olivia Jardinado Quinto-Reyes
Justin Mitchell Swartz
Paul William Mollica
Outten & Golden, LLP
3 Park Avenue, 29th Floor
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(212) 245-1000

Attorneys for Plaintiffs

Gregg L. Shavitz Camar Ricardo Jones Susan H. Stern Shavitz Law Group, P.A. 1515 South Federal Highway Suite 404 Boca Raton, FL 33432 (561) 447-8888

Attorneys for Plaintiffs

Douglas M. Werman Maureen Ann Salas Werman Salas P.C. 77 West Washington Suite 1402 Chicago, Winois 6060

Chicago, Illinois 60602

(312) 419-1008

Attorney for Plaintiffs

Case: 1:15-cv-10447 Document #: 31-1 Filed: 01/13/16 Page 5 of 50 PageID #:254

PLEASE TAKE NOTICE that Defendants PNC Financial Services Group, Inc. and PNC

Bank, N.A. will take the deposition of plaintiff Samar Hassan on Wednesday, January 27, 2016

at 9:30 a.m., upon oral examination and pursuant to the Federal Rules of Civil Procedure, before

a Notary Public or before any other officer duly authorized to administer oaths, at the law office

of Morgan, Lewis & Bockius LLP, 77 West Wacker Drive, Chicago, Illinois 60601. The

deposition will be recorded by stenographic and video recorded means and continue day-to-day

thereafter until completion.

Dated: January 6, 2016

Respectfully submitted,

PNC FINANCIAL SERVICES GROUP, INC.

and PNC BANK, N.A.

By: /s/ Kevin F. Gaffney

One of Their Attorneys

-2-

Sari M. Alamuddin
Kevin F. Gaffney
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77 West Wacker Dr.
Fifth Floor
Chicago, IL 60601
Tel. 312.324.1000
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Sarah E. Bouchard (pro hac vice)
Lauren E. Marzullo (pro hac vice)
MORGAN, LEWIS & BOCKIUS LLP
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Fax. 215.963.5001
sbouchard@morganlewis.com
lmarzullo@morganlewis.com

Attorneys for Defendants

CERTIFICATE OF SERVICE

I, Kevin Gaffney, an attorney, certify that I served a copy of the foregoing NOTICE OF VIDEOTAPED DEPOSITION OF SAMAR HASSAN on the following counsel of record via email and Federal Express on January 6, 2016:

Christopher McNerney (cmcnerney@outtengolden.com)
Olivia Jardinado Quinto-Reyes (ojq@outtengolden.com)
Justin Mitchell Swartz (jms@outtengolden.com)
Paul William Mollica (pwmollica@outtengolden.com)

Outten & Golden, LLP 3 Park Avenue, 29th Floor New York, NY 10016 (212) 245-1000

Douglas M. Werman (<u>dwerman@flsalaw.com</u>)

Maureen Ann Salas (msalas@flsalaw.com)

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Gregg L. Shavitz (<u>gshavitz@shavitzlaw.com</u>)
Camar Ricardo Jones (<u>cjones@shavitzlaw.com</u>)
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Shavitz Law Group, P.A. 1515 South Federal Highway Suite 404 Boca Raton, FL 33432 (561) 447-8888

/s/ Kevin F. Gaffney

IN THE UNITED STATES DISTRICT COURT FOR THE NORTHERN DISTRICT OF ILLINOIS

DOMONIQUE NATASHA BRIGGS and SAMAR HASSAN, on behalf of themselves and all others similarly situated,

Plaintiffs,

v.

Case No. 15 CV 10447

PNC FINANCIAL SERVICES GROUP, INC., and PNC BANK, N.A.,

Honorable Amy J. St. Eve

Defendants.

NOTICE OF VIDEOTAPED DEPOSITION OF

PLAINTIFF DOMONIQUE NATASHA BRIGGS

TO:

Christopher McNerney
Olivia Jardinado Quinto-Reyes
Justin Mitchell Swartz
Paul William Mollica
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3 Park Avenue, 29th Floor
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Attorneys for Plaintiffs

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Douglas M. Werman

Maureen Ann Salas

Werman Salas P.C.

Suite 1402

77 West Washington

Attorney for Plaintiffs

Attorneys for Plaintiffs

Case: 1:15-cv-10447 Document #: 31-1 Filed: 01/13/16 Page 9 of 50 PageID #:258

PLEASE TAKE NOTICE that Defendants PNC Financial Services Group, Inc. and PNC

Bank, N.A. will take the deposition of plaintiff Domonique Natasha Briggs on Monday, January

25, 2016 at 9:30 a.m., upon oral examination and pursuant to the Federal Rules of Civil

Procedure, before a Notary Public or before any other officer duly authorized to administer

oaths, at the law office of Morgan, Lewis & Bockius LLP, 77 West Wacker Drive, Chicago,

Illinois 60601. The deposition will be recorded by stenographic and video recorded means and

continue day-to-day thereafter until completion.

Dated: January 6, 2016

Respectfully submitted,

PNC FINANCIAL SERVICES GROUP, INC.

and PNC BANK, N.A.

By: /s/ Kevin F. Gaffney

One of Their Attorneys

-2-

Sari M. Alamuddin
Kevin F. Gaffney
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sbouchard@morganlewis.com
lmarzullo@morganlewis.com

Attorneys for Defendants

CERTIFICATE OF SERVICE

I, Kevin Gaffney, an attorney, certify that I served a copy of the foregoing NOTICE OF VIDEOTAPED DEPOSITION OF DOMONIQUE NATASHA BRIGGS on the following counsel of record via e-mail and Federal Express on January 6, 2016:

Christopher McNerney (<u>cmcnerney@outtengolden.com</u>)
Olivia Jardinado Quinto-Reyes (<u>ojq@outtengolden.com</u>)
Justin Mitchell Swartz (<u>jms@outtengolden.com</u>)
Paul William Mollica (<u>pwmollica@outtengolden.com</u>)

Outten & Golden, LLP 3 Park Avenue, 29th Floor New York, NY 10016 (212) 245-1000

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(561) 447-8888

/s/ Keyin F. Gaffney

EXHIBIT B

Douglas M. Werman

From: Susan Stern <sstern@shavitzlaw.com>

Sent: Monday, January 11, 2016 10:54 AM

To: Douglas M. Werman

Cc: Gregg Shavitz; jms@outtengolden.com; Camar Jones; Maureen Salas; McNerney,

Christopher (cmcnerney@outtengolden.com); Quinto, Olivia

Subject: FW: Briggs v. PNC

Attachments: (86049892)_(1)_Briggs_PNC - Markup of Plaintiffs_ Proposed Joint Initial Status

Report.DOC

Doug, can we discuss this and get back to the defendant since this is due today? Also, does anyone else see redlines because I don't.

Susan H. Stern, Esq.

SHAVITZ LAW GROUP, P.A. 1515 S. Federal Highway, Suite 404 Boca Raton, Florida 33432 Phone: 561-447-8888 www.shavitzlaw.com

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From: Marzullo, Lauren E. [mailto:lmarzullo@morganlewis.com]

Sent: Friday, January 08, 2016 1:11 PM **To:** Douglas M. Werman; Susan Stern

Cc: Alamuddin, Sari M.; Gaffney, Kevin F.; Bouchard, Sarah E.; Justin Swartz; Gregg Shavitz; Camar Jones; Maureen

Salas

Subject: RE: Briggs v. PNC

Doug:

Thank you for following up. Attached is our proposed markup of the report. As the markup reflects, PNC is willing to compromise by seeking only the two named plaintiffs' depositions (per the notices we served on Wednesday) and deferring all other discovery until after a ruling on Plaintiffs' motion for conditional certification. Please let us know if you have any questions or comments.

Thank you,

Lauren Marzullo

Morgan, Lewis & Bockius LLP

One Oxford Centre Thirty-Second Floor 301 Grant Street | Pittsburgh PA 15219-6401

Direct: 412.560.7407 | Main: 412.560.3300 | Fax: 412.560.7001

Imarzullo@morganlewis.com | www.morganlewis.com

Assistant: Marsha L. Josapak | 412.560.7443 | marsha.josapak@morganlewis.com

Case: 1:15-cv-10447 Document #: 31-1 Filed: 01/13/16 Page 14 of 50 PageID #:263

From: Douglas M. Werman [mailto:dwerman@flsalaw.com]

Sent: Friday, January 08, 2016 10:03 AM **To:** Marzullo, Lauren E.; Susan Stern

Cc: Alamuddin, Sari M.; Gaffney, Kevin F.; Bouchard, Sarah E.; Justin Swartz; Gregg Shavitz; Camar Jones; Maureen

Salas

Subject: RE: Briggs v. PNC

Lauren: This is a follow-up to our conference call regarding the status report and conversation about discovery.

Have you spoken further with your client about our dispute over the timing of discovery? Please confirm if a further meet and confer is warranted or if we are at impasse on the issue of discovery prior to Defendant filing its response to Plaintiffs' step one motion for notice.

Please also provide me any proposed changes you have to the status report. The report must be filed on Monday, January 11, 2016. Thanks.

Doug Werman

Douglas M. Werman | Werman Salas P.C. 77 W. Washington | Suite 1402 | Chicago, Il.60602 312-419-1008 | 312-419-1025 (fax)

email: dwerman@flsalaw.com website: www.flsalaw.com twitter: @WermanSalas

From: Marzullo, Lauren E. [mailto:lmarzullo@morganlewis.com]

Sent: Monday, December 28, 2015 1:46 PM

To: Susan Stern < sstern@shavitzlaw.com >; Douglas M. Werman < dwerman@flsalaw.com >

Cc: Alamuddin, Sari M. <salamuddin@morganlewis.com>; Gaffney, Kevin F. <kgaffney@morganlewis.com>; Bouchard,

Sarah E. <sbouchard@morganlewis.com>; Justin Swartz <JMS@outtengolden.com>; Gregg Shavitz

<gshavitz@shavitzlaw.com>; Camar Jones <ciones@shavitzlaw.com>; Maureen Salas <msalas@flsalaw.com>

Subject: RE: Briggs v. PNC

Hi Susan: We can be available on 1/6. Please let us know what time works best for you.

Thank you,

Lauren Marzullo

Morgan, Lewis & Bockius LLP

One Oxford Centre Thirty-Second Floor 301 Grant Street | Pittsburgh PA 15219-6401

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Imarzullo@morganlewis.com | www.morganlewis.com

Assistant: Marsha L. Josapak | 412.560.7443 | marsha.josapak@morganlewis.com

From: Susan Stern [mailto:sstern@shavitzlaw.com]
Sent: Thursday, December 24, 2015 12:16 PM
To: Marzullo, Lauren E.; Douglas M. Werman

Cc: Alamuddin, Sari M.; Gaffney, Kevin F.; Bouchard, Sarah E.; Justin Swartz; Gregg Shavitz; Camar Jones; Maureen

Salas

Subject: RE: Briggs v. PNC

Hi Lauren,

In light of the holidays, next week just won't work. We are available on Jan 5 or 6 which should allow us sufficient time to submit by the jan 11 deadline and Plaintiffs can circulate a draft report before our call. Please let us know when on Jan 5 or 6 works for you.

Happy Holidays.

Susan H. Stern, Esq.

SHAVITZ LAW GROUP, P.A. 1515 S. Federal Highway, Suite 404 Boca Raton, Florida 33432 Phone: 561-447-8888 www.shavitzlaw.com

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From: Marzullo, Lauren E. [mailto:lmarzullo@morganlewis.com]

Sent: Wednesday, December 23, 2015 4:36 PM

To: Douglas M. Werman

Cc: Alamuddin, Sari M.; Gaffney, Kevin F.; Bouchard, Sarah E.; Justin Swartz; Gregg Shavitz; Camar Jones; Maureen

Salas; Susan Stern

Subject: RE: Briggs v. PNC

Doug:

Thank you for the quick response. We would prefer to schedule the conference sometime next week. Please let us know availability on your side next week.

Thank you,

Lauren Marzullo

Morgan, Lewis & Bockius LLP

One Oxford Centre Thirty-Second Floor 301 Grant Street | Pittsburgh PA 15219-6401

Direct: 412.560.7407 | Main: 412.560.3300 | Fax: 412.560.7001

Imarzullo@morganlewis.com | www.morganlewis.com

Assistant: Jami Q. Tanski | 412.560.7406 | jtanski@morganlewis.com

From: Douglas M. Werman [mailto:dwerman@flsalaw.com]

Sent: Wednesday, December 23, 2015 4:26 PM

To: Marzullo, Lauren E.

Cc: Alamuddin, Sari M.; Gaffney, Kevin F.; Bouchard, Sarah E.; Justin Swartz; Gregg Shavitz; cjones@shavitzlaw.com;

Maureen Salas; sstern@shavitzlaw.com

Subject: Re: Briggs v. PNC

Case: 1:15-cv-10447 Document #: 31-1 Filed: 01/13/16 Page 16 of 50 PageID #:265

In light of the briefing schedule (and my vacation) and knowing this judge, I think the conference can wait until just after the first of the year. If you want to have it next week, let me know and I'll get someone else on our side involved. Otherwise, let's plan on 1/5 or 1/6. Thanks.

On Dec 23, 2015, at 9:51 AM, Marzullo, Lauren E. < Imarzullo@morganlewis.com > wrote:

Doug:

I believe our Rule 26(f) conference is due in this matter. Will you please let us know plaintiffs' counsel's availability next week for a telephonic conference?

Thank you,

Lauren Marzullo Morgan, Lewis & Bockius LLP

One Oxford Centre Thirty-Second Floor 301 Grant Street | Pittsburgh PA 15219-6401

Direct: 412.560.7407 | Main: 412.560.3300 | Fax: 412.560.7001

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EXHIBIT C

I	
1	IN THE UNITED STATES DISTRICT COURT FOR THE NORTHERN DISTRICT OF ILLINOIS
2	EASTERN DIVISION
3	ROBERT O'TOOLE, et al., No. 11 C 4611
4	Plaintiffs, Chicago, Illinois October 6, 2011 9:00 o'clock a.m.
5) 9:00 o'clock a.m. -vs-
6	
7	SEARS, ROEBUCK & CO.,
8	Defendant.
9	TRANSCRIPT OF PROOFERINGS OFFICE
10	TRANSCRIPT OF PROCEEDINGS - STATUS BEFORE THE HONORABLE MILTON I. SHADUR
11	APPEARANCES:
12	For the Plaintiffs: WERMAN LAW OFFICE P.C.
13	77 West Washington Street Suite 1402
14	Chicago, Illinois 60602 BY: MR. DOUGLAS M. WERMAN
15	For the Defendant: LITTLER MENDELSON, P.C. 321 North Clark Street
16	Suite 1000
17	Chicago, Illinois 60654 BY: MR. JAMES J. OH
18	
19	
20	
21	
22	
23	Court Reporter: ROSEMARY SCARPELLI
24	219 South Dearborn Street Room 2304A
25	Chicago, Illinois 60604 (312) 435-5815

1 THE CLERK: 11 C 4611, 0'Toole versus Sears 2 Holdings. MR. WERMAN: Good morning, Judge, Doug Werman, 3 W-E-R-M-A-N, for plaintiffs. 4 5 MR. OH: Good morning, your Honor, James Oh, last name spelled 0-H, for the defendants. 6 7 THE COURT: Good morning. Well, before I turn to a 8 couple of items that ought to be modified in the submission, 9 let me find out what -- and, by the way, one of them is 10 certainly that the name of the plaintiff -- defendant rather 11 ought to be changed. 12 MR. WERMAN: Yeah. And -- yes, Judge. 13 THE COURT: You know, there was a recent -- as you 14 know, there was a recent change to Sears Roebuck & Company 15 from the holding corporation. 16 MR. WERMAN: Which is -- I am sorry. 17 THE COURT: Okay. Now, but let me ask something 18 about that, You know, I don't know anything about Sears' 19 internal corporate structuring, but are all of the putative 20 or potential class members employed by Sears Roebuck & 21 Company so that there is no other subsidiary or affiliate 22 that is involved? 23 Judge, that is what I was going to MR. WERMAN: 24 There has been some further discussions between the 25 parties and there has been agreement that we are going to

1 further amend the complaint to add what we think are the 2 correct corporate entities. Sears is operating through many 3 different entities. 4 THE COURT: Yeah. 5 MR. WERMAN: And it has been difficult to kind of figure it all out. We have done that. And we are going to 6 be amending the complaint to add Sears Holding Management 7 8 Corp., Kmart Corp. and Sears Holding Corp.. Sears Holding Management Corp. is actually the operation -- the operational 9 10 entity that is actually employing individuals, as far as we understand. And Sears Holding Corp. is the publicly-traded 11 12 entity. 13

THE COURT: Yeah.

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MR. WERMAN: The plaintiffs work for Kmart and And at this point in time it is our position that it is one and the same.

MR. OH: Your Honor, if I may.

THE COURT: Yes.

MR. OH: Yes, after the complaint was filed, I did speak with Mr. Werman and his co-counsel Mr. Josephson at a time when we thought this was just a Sears Roebuck case --

> THE COURT: Yes.

MR. OH: -- involving loss prevention managers inside Sears stores only. And that is when I approached them about the employer of the employees inside the Sears stores

is Sears Roebuck & Company.

THE COURT: Yeah.

MR. OH: And that is why we filed our motion. As -- there has been four consents filed to join the lawsuit. Turns out two of them are employees of Kmart. And so I called him up and I told him, looks like you guys have two Kmart people; the employer of the employees inside Kmart stores is Kmart Corp. And that is when I suggested --

THE COURT: Okay.

MR. OH: -- to them that Kmart Corp. probably should be added as a defendant.

I don't necessarily agree that either of the holding companies, Sears Holding Corp. or Sears Holding Management Corporation -- or Company should be in this case because we will have the two employers of the opt-ins who have joined this lawsuit. Sears Holdings Corporation is a pure holding company with no employees. Sears Holdings --

THE COURT: Yeah, I had thought that that was the reason for getting them out to begin with.

MR. OH: Right. Well, they had named Sears Holdings Management --

THE COURT: Management, right.

MR. OH: -- Corp. Sears -- SHMC is a service corporation to the two operating companies. They do -- Sears Holdings Management Corp. does have employees that provide

1 some operational support to these two entities, Sears Roebuck 2 and Kmart. THE COURT: But not necessarily as loss prevention, 3 4 right? 5 MR. OH: There might be. And I wasn't going to 6 make an issue of having Sears -- anyone they want to add in 7 now. THE COURT: Okav. 8 9 If they want to file an amended complaint, 10 I can accept service. 11 THE COURT: Sure. MR. OH: And I will preserve our defenses with 12 13 respect to who the proper defendants are and --14 THE COURT: Right. 15 MR. OH: -- worry about that later I think. 16 THE COURT: Okay. Now, that obviously makes the 17 motion for notice to potential class members premature 18 because you haven't got the right targets necessarily, right? 19 MR. WERMAN: I actually think it is a -- I think the -- it is not premature. I think we can proceed on it. Ι 20 21 think all that needs to happen, Judge, is we just need to 22 tweak the form of the notice documents --23 THE COURT: Okay. MR. WERMAN: -- that would be sent out. 24 25 terms of it being properly supported with evidentiary

materials, I think we are prepared to proceed with that motion at this time.

THE COURT: Okay.

MR. WERMAN: But we do intend to modify the notice documents.

THE COURT: Well, let me turn then to Sears counsel and ask you about this one. As you know, it is Exhibit D to the -- to the present motion. I did have a couple of issues about it, but let me find out from your perspective. The purpose of this, obviously, is to -- is -- given the nature of the structuring of this kind of action is to stop the clock running in terms of limitations on as many people as it is possible to do. Or more accurately I guess, from the plaintiffs' point of view, to get as big a time frame in as to people.

What -- do you have substantive objections to the idea of sending out a current notification? That is question one. And question two is, do you have a problem as to the form that has been tendered?

MR. OH: Your Honor, we do have substantive objections to notice going out in this particular case. My understanding was that at the last status when they said they would be filing their motion for a notice with -- shortly, my partner who was here asked if we would be able to take any discovery before that motion got filed or before we

responded. And I -- my understanding was --

THE COURT: But my question I think then was, what discovery? I mean, you know, they -- I am not buying their claim necessarily, but certainly no discovery is needed in order --

MR. OH: Well --

THE COURT: -- to pose this kind of an action.

MR. OH: Well, your Honor, I --

THE COURT: I mean there may be a question, for example, about whether the people are proper representatives, but that doesn't have to wait on -- that doesn't have to be resolved before a notice goes out to potential parties to permit them to opt-in.

MR. OH: I -- I actually kind of think it does personally, I mean in the sense of the two-tiered process, the two-stage process, that applies to these FLSA cases is one that has developed ad hoc through the years through -- through case law. There is nothing in the statute or in the Federal Rules that really countenanced this approach. And one of the substantive objections I have to this motion at this point in time that I wanted to brief was what, if any, impact the Supreme Court's decision in Dukes versus Wal-Mart has on cases like this.

Now, I understand that the Dukes --

THE COURT: Well, you can be my guest on that. But

1 at the same time there is no reason that they cannot send 2 this out. Remember that the notice is properly cautionary 3 about saying that Sears --4 MR. OH: But --THE COURT: -- objects, says that this doesn't 5 It gives no assurances that there is any -- about the 6 7 validity of the claim or that there is going to be any recovery. So nobody is harmed by the notice going out. 8 MR. OH: With all due respect, your Honor, the harm 9 10 comes --11 THE COURT: You know, I hate that phrase because it 12 is -- it really is meaningless. 13 MR. OH: Right. 14 THE COURT: And I am not sure just how sincere it 15 is all the time because people disagree, quite properly, with what I am saying. So you don't have to preface what you 16 17 say --18 MR. OH: Thank you, your Honor. 19 THE COURT: -- with that demure. 20 I disagree, your Honor. MR. OH: 21 THE COURT: Okay. 22 I disagree in the sense that once notice MR. OH: 23 goes out, you can't un-notice anybody. I mean --24 THE COURT: So. MR. OH: Well, the so is that on what I believe is 25

the flimsiest of evidence notice is going to go out to a couple thousand people that they can join this lawsuit. And if 30 percent of them join in, all of a sudden we have a lawsuit of not just five people -- but what is 30 percent of a couple thousand? And on the basis of what? On the basis of some declarations that are artfully drafted, conclusions and hearsay, I believe.

And part of the discovery that I would like to take at this point would be to test what they say in their declaration to see what basis, if any, they have for saying that all loss prevention managers around the country are working over 40 hours a week without proper compensation or that they are all performing the same duties or that in the declarations that they have listed where they have --

THE COURT: All that comes out in the wash. But again that is really nonresponsive to the question about how this lawsuit should get launched and how it should be in a situation in which there is no question that a failure to communicate at this point is something that if it turns out that the lawsuit has substance to it is going to deprive people of rights.

Whereas if it goes out and it turns out that it is a loser, then they haven't lost anything and all you have -- all your client has lost is paying lawyers' fees. You know, but -- and that is not a basis for saying we are not going to

send out an appropriate notice.

I looked at the notice and it is -- it is really properly cautious. Mr. Werman has been around a long time on these and he knows I think mostly -- although I see some gap in this thing -- what at least is required in this Court for such notices. And they're -- they are appropriately cautionary in terms of not giving assurances to the people or the notified parties that they have really got a winner, or anything at all. It is -- it talks about how rights might be affected. And it talks about the fact that Sears, in a separate statement on the first page of the notice -- "Sears claims that it fully complied with all applicable laws and denies any wrongdoing." I mean it is full disclosure.

Now, I do have, as I say, two problems. They both exist on Page 2, if you take a look at it. And that has to do with the question of about where the -- what is an effective date. I always require, in order to avoid people coming out of the woodwork, that the person who sends in a joinder is responsible for delivery. So that postmark date is a loser. It creates the potential that some response may be -- may have been misdirected, and who knows how far down the road somebody comes along and says, "Well, I did send it in." And, therefore, you avoid that.

So the -- what should be done is to provide that it has to be -- they have to make sure that it is in the hands

of counsel by X date and that it is counsel's responsibility then to take care of the necessary filing. That way there is no potential for the kind of problem that I have talked about. And that requires a minor modification in the language in the first paragraph of Paragraph 4 which talks about "you must file a consent to be made a party with the Clerk of the Court" because the respondents are not taking care of it getting to the Clerk of the Court as such.

And then in the second paragraph there is a typo. The word "loss" should be "lost." Do you see that?

MR. OH: Yes, your Honor.

THE COURT: "Should the envelope be lost or misplaced."

MR. OH: With a small 1 as opposed to capital L. THE COURT: Yeah, right.

And in the next paragraph the "if you complete" in the second and third lines at the very end of the line the "plaintiffs" is a possessive, so that ought to get an apostrophe. Okay.

In the paragraph numbered 5, your time to join is limited, that is the one that I am talking about that really needs modification to reflect the fact that -- instead of a postmark date but also making it clear that the responsibility for delivery is theirs. So that however they manage to get the thing to counsel is really the control

1 date. 2 And the last item that I noted on Page 2 is in 3 Paragraph 6 in the second line where it says "or have any other way." That should say "or have in any other way." Do 4 5 vou see that? MR. WERMAN: Yes, Judge. 6 7 THE COURT: Okay. MR. OH: Your Honor, if I may. 8 9 THE COURT: Yes. MR. OH: I would like an opportunity to file an 10 11 opposition to this motion. 12 THE COURT: Oh, you can do that, but --MR. OH: And I would like a sufficient amount of 13 14 time to be able to get our ducks in a row to be able to do 15 that as well. And --16 THE COURT: Like what? You have already talked about your opposition. Why should you need more time? This 17 has been going on for sometime. 18 MR. OH: This lawsuit or the motion has? The 19 20 motion was just filed. I know, I know. But you have known --21 THE COURT: I think that in all fairness we should be 22 MR. OH: 23 given -- I don't know, 60 days to put together a response. 24 THE COURT: No, come on. Now, you know, that is

really an affront, frankly. You don't need anything like

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1 that. If you have any objections, you can articulate those 2 very quickly. But I got to tell you that I have thought --3 MR. OH: At least 30 days, your Honor. 4 THE COURT: -- I thought about this a lot. You 5 know, this is not the first such lawsuit I have had and it is not the first one since the decision in Wal-Mart either 6 which, you know, has its own sphere but doesn't necessarily 7 8 govern this one. The notion that somehow industries get 9 destroyed by this kind of thing is really an overstatement. 10 MR. OH: And I am not -- that is not the position I 11 am taking, your Honor. I do think that -- and I will -- we 12 -- I mean this lawsuit was filed back in July and they --13 took them three months to get this lawsuit on file. I am not 14 asking for nearly that much time to put our opposition 15 together to their motion. 16 THE COURT: Did you think -- did you think that 17 they were not going to be asking for notice? You knew from 18 day one they were going to be asking for notice, right? 19 MR. OH: Yes, I did. THE COURT: You have had plenty of opportunity to 20 21 think about and you have thought about --22 MR. OH: We didn't know -- we did not know there would be opt-ins from the Kmart side of the house. We 23 24 thought this was just a Sears matter that.

THE COURT: Of course, that really doesn't make any

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change in substance at all. The concept that happens that whoever the people are -- it may or may not turn out that loss prevention people are doing the same thing. They may lose out on that. They may end up with a very small group. I don't know about that. And you don't know about that. But that is not a predicate for saying let's hold off. So I am certainly --

MR. OH: Could I -- could I --

THE COURT: I am certainly going to be willing to let you make your record, as they say, and I will give you 14 days to do that. But in the meantime --

MR. OH: May I have 30, your Honor?

THE COURT: No, you don't need it. You know, come on. I used to practice law in the days before Noah's flood. I know what it takes. And you don't need it. And that is -- that is just not justified. And this -- all of this, you know, casts a serious cloud on what kind of position Sears is and ought to be taking in connection with this one. You are not losing anything. Sears is not losing anything by reason of this notice going out. I don't know how to make that more plain. The notice itself makes that plain. And so the idea of stonewalling by --

MR. OH: Your Honor, I am not --

THE COURT: -- putting it out some extended period is not appealing. And I have told you that you can get your

1 ducks in a row, as you say. You can make your legal 2 arguments by a filing in 14 days. But in the meantime I 3 expect that the notice is going to be put together and it is going to be ready to go. 4 5 MR. WERMAN: Very good. MR. OH: The other -- I do have a couple other 6 7 issues with the notice, your Honor. 8 THE COURT: Yeah, tell me. 9 MR. OH: Okay. They ask for, number one, a 90-day 10 And there have been other notices approved that have 11 had 60-day notice periods is number one. 12 They have also asked --13 THE COURT: Let me ask you, Mr. Werman, why do you 14 think three months ought to -- once again if people -- when 15 they are told that they may or may not have a claim, they get 16 two months to file a response that says, if we can do it, we 17 will do it. What is wrong with that? 18 MR. WERMAN: Potentially nothing, Judge. We have 19 had 60-day notices approved. We have had 90-day notices. 20 THE COURT: All right. 21 The 90-day notice -- the reason why we MR. WERMAN: 22 asked for 90 was that we were building into the schedule a time to provide a reminder notice. 23

THE COURT: Yes. You get 63 days, so it comes out

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on a weekday.

1 MR. WERMAN: Yes. 2 THE COURT: 0kay? 3 Now, speaking of the reminder notice, I MR. OH: also was going to object to them sending out a reminder. 4 think one notice is sufficient for this time period. 5 THE COURT: Yeah, it -- I don't see --6 7 There is a case, Judge -- Judge -- the MR. WERMAN: Bettencourt decision. Magistrate Judge Gilbert just issued 8 that, and he provided for a reminder notice. It has been our 9 experience in these cases we have had that the majority of 10 11 the --12 THE COURT: People just throw them away? 13 They do, Judge. They do. And so we MR. WERMAN: are trying to provide the best notice possible to provide the 14 best opportunity for people to be informed to make an 15 16 informed decision. That is all. 17 THE COURT: And who pays for the reminder? MR. WERMAN: We do. Judge, the plaintiffs pay for 18 19 all the notice. THE COURT: I am not going to enlarge the 20 Okay. 63 days, but I am going to permit, for example, a reminder 21 22 notice. let's say, with 14 days of that remaining. 23 if people have either inadvertently or otherwise thrown them away, they will -- and choose to join, they have a right to 24

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join.

MR. OH: And, your Honor, I haven't seen this reminder notice, and so I would request --

THE COURT: Yeah, he can submit that to you and you can take a look at that.

MR. OH: And, your Honor, I don't want to give any wrong impression about what Sears' intent here is. I mean if we were stonewalling, we would not have picked up the phone and called them and tell them, here are the proper defendants, here is who should be in this case. I am just trying --

THE COURT: Yeah, I shouldn't be overly critical, but, you know, confidence is not inspired by the kinds of substantive arguments that have been advanced. I am certainly appreciative of the courtesies that you have extended to him, but that is a separate issue really.

Okay. Now let's -- wait just a minute.

MR. OH: So 14 days from today, your Honor, is the 20th.

THE COURT: Yes, I know that. But wait just a minute. I was just seeing whether I had a next status date. I don't. So I am going to give Sears a response to be filed by October 20th. I am going to set a status date that would go past the anticipated 63 days. So allowing for time to get stuff together, I would think that maybe about two and a half months would be appropriate, which would put us into maybe

1 the week of December 19th through the 23rd for a status. 2 Now, that doesn't inhibit anybody from coming in on 3 anything that may arise in the interim, but that is a status date that I am pegging that would be after the anticipated 4 responses so we know what we are looking at. So in that week 5 of the 19th through the 23rd --6 7 MR. WERMAN: Judge, I am going to actually be out 8 of town that whole week. 9 THE COURT: Are you going to be back the next week? 10 MR. WERMAN: Yes, Judge. 11 Okay. In the week of December 26, THE COURT: 12 which I think is probably the holiday, the observed 13 holiday -- so in the week of December 27th through the 30th, 14 any day better or worse for either of you? 15 MR. WERMAN: The 28th is -- I am going to be back. 16 THE COURT: That is Wednesday? 17 MR. WERMAN: Yeah, that is a Wednesday. 18 THE COURT: Is that okay for you, counsel? 19 MR. OH: Yes, your Honor. 20 THE COURT: All right. Status then 9:00 o'clock 21 December 28th. 22 MR. WERMAN: Judge, if you are anticipating the 23 notice going out on sufficient time so that we know the 24 number of opt-ins by December 28th, is there a date by which 25 Sears need to be providing to us the list of employees?

1 THE COURT: How soon can you put that together? 2 MR. OH: I will find out today and let Mr. Werman 3 I can't -- I don't have an answer right now. know. 4 THE COURT: Okay. But you ought to do that promptly. 5 6 MR. OH: Yes, your Honor. 7 And I will rely on both of you to be THE COURT: 8 cooperating on that. 0kay? 9 MR. WERMAN: Thanks, Judge. 10 THE COURT: Thank you. 11 MR. OH: Thanks. 12 THE CLERK: Are you granting leave to file an 13 amended complaint? 14 THE COURT: Yeah, I hate to issue a blank check, 15 but I am going to give you leave to file an amended complaint 16 to get the right ducks in a row. 17 MR. WERMAN: Very good. 18 THE COURT: 0kay? 19 MR. WERMAN: Thank you, Judge. 20 MR. OH: Thanks. 21 (Which were all the proceedings heard.) 22 23 24 25

CERTIFICATE I certify that the foregoing is a correct transcript from the record of proceedings in the above-entitled matter. s/Rosemary Scarpelli/ October 6, 2011 Date:

EXHIBIT D

1	IN THE UNITED STATES DISTRICT COURT FOR THE NORTHERN DISTRICT OF ILLINOIS
2	EASTERN DIVISION
3	ROBERT 0'TOOLE, et al., No. 11 C 4611
4	Plaintiffs, Chicago, Illinois October 26, 2011
5) 9:30 o'clock a.m.
6	-VS-
7	SEARS HOLDINGS MANAGEMENT CORPORATION, et al.,
8	Defendants.
9	,
10	TRANSCRIPT OF PROCEEDINGS - STATUS BEFORE THE HONORABLE MILTON I. SHADUR
11	APPEARANCES:
12	For the Plaintiffs: WERMAN LAW OFFICE P.C.
13	77 West Washington Street
14	Suite 1402 Chicago, Illinois 60602 BY: MR. DOUGLAS M. WERMAN
15	and FIBICH HAMPTON LEEBRON BRIGGS
16	& JOSEPHSON, LLP 1150 Bissonnet
17	Houston, Texas 77005 BY: MR. MICHAEL A. JOSEPHSON
18	
19	For the Defendants: LITTLER MENDELSON, P.C. 321 North Clark Street Suite 1000
20	Chicago, Illinois 60654 BY: MR. JAMES J. OH
21	DI. THE OF OH
22	
23	Court Reporter: ROSEMARY SCARPELLI 219 South Dearborn Street
24	Room 2304A
25	Chicago, Illinois 60604 (312) 435-5815

1 THE CLERK: 11 C 4611, O'Toole versus Sears. 2 THE COURT: Which one? Remember this is the one we 3 THE CLERK: O'Toole. talked about this morning. They were asking for --4 5 THE COURT: Oh, geez, I left O'Toole out in --MR. WERMAN: Good morning, Judge. 6 7 MR. OH: Good morning. MR. WERMAN: Doug Werman, W-E-R-M-A-N, for the 8 9 plaintiffs. Michael Josephson for the 10 MR. JOSEPHSON: 11 plaintiffs. 12 MR. OH: James Oh for the defendants. THE COURT: Wait just a minute. I left the latest 13 O'Toole filing in chambers. I will get it right now. 14 15 (Brief pause.) THE COURT: Well, counsel, as you know, defendant's 16 essential response is that they are perfectly prepared, 17 because we were all concerned about limitations that would be 18 running the way this kind of action runs. They are saying, 19 look, we are prepared to stipulate that the limitations 20 period is told. I am a little troubled because they have 21 said now rather than, for example, going back to when the 22 23 motion is filed. MR. OH: We would do that too, your Honor. 24 THE COURT: 25 Pardon?

MR. OH: We would do that if your Honor thought that was --

THE COURT: Okay. Now let me ask Mr. Werman. They are saying that before 2200 or 2300 people are circulated, as long as there is no arguable harm to them because limitations are told in much the same way as in a general class actions. As you know, the pendency is enough to prevent people from being pardoned by limitations in the interim.

What is wrong with their response, if anything?

MR. WERMAN: Well, the question is whether or not notice should issue to these employees because they were all subjected to the same policy, which is the denial of the overtime pay. There is no question I think they acknowledged it when we were here. And we provided evidentiary support as part of our motion now.

THE COURT: Well, on that score it seems to me -- as chance would have it yesterday I gave a -- "A view from the Bench, a two-day national conference on class actions, you know, so I was talking as you might guess, about this kind of problem. And in Wal-Mart in general class actions has really changed the -- changed the dynamics and the scenery entirely.

But if they -- well, let me put it a little differently. If there is an arguable predicate for saying that what you have just said, that is, being subjected to the

same conditions and the same category, then it seems to me that it is appropriate to err on the side of a general communication.

If, however, as a result of what they are talking about, some discovery -- and I would not think it should be too long -- they are able to demonstrate that that is not true, that there is really a smaller set, then I think we ought to look at that because I think that would be responsible. Meanwhile, as I say, your people are not being harmed.

So I am prepared to accept their response in opposition, but I don't think it ought to string out very long. So tell me how long you think it is going to take you to do whatever discovery you are talking about. I am not exactly clear as to what you would expect to do.

MR. OH: I have not had the chance to confer with my opposing counsel on this, your Honor, but some general thoughts I had in mind were to do some limited document discovery on the notice issue, take the depositions of the five people who have joined the case up to this point. I am sure that the plaintiffs' counsel might want to --

THE COURT: Well, wait just a minute. You are talking about discovery. Are you going to be -- are you addressing typicality or commonality, or what are you addressing?

1 It would be the -- whether or not they are MR. OH: 2 similarly situated under 216(b) of the Fair Labor Standards 3 Act, your Honor. 4 MR. WERMAN: Judge, I think it is important to remember this is not a Rule 23 case. 5 THE COURT: Right. 6 7 This is a 216(b) case. MR. WERMAN: This is a 216(b), right? 8 THE COURT: Right. And so the evidentiary 9 MR. WERMAN: showing, if any -- because remember the 7th Circuit has 10 11 stated that a District Court cannot deny the issuance of 12 notice altogether. The evidentiary showing that is required 13 under 216(b) is entirely different than under a Rule 23. 14 THE COURT: Right. I know that. 15 And when we here -- if it was the last MR. WERMAN: 16 time or two times ago, the Court was really clear that Sears already has the black box. It already knows --17 18 THE COURT: Yeah. 19 MR. WERMAN: -- what --THE COURT: Well, let me try again. If -- is that 20 the kind of discovery you are really talking about? 21 22 MR. OH: Your Honor, we had pointed out in our 23 papers that the named plaintiff for part of the statute of 24 limitations period was actually classified as a nonexempt 25 employee. The two other --

THE COURT: Yeah, but that is a self-defined thing. That is not -- that doesn't create the law.

MR. OH: But --

THE COURT: It says -- it says, "We thought so."
But your thinking so didn't make it so.

MR. OH: But there is a modest factual showing that does need to be made under Circuit authority, and we submit that the declarations that were submitted don't rise to that level in and of themselves. And there is a difference -- there is a material difference between the named plaintiff and the two other people who submitted declarations. And there is also a difference between those three and the two others who have joined this case who did not submit declarations.

THE COURT: Well, you say there is a difference. We have all heard the phrase "distinction without a difference." You are talking about distinctions. I am not sure that that constitutes a difference in those terms in the legal sense.

MR. OH: But all we are asking for --

THE COURT: If you are -- if you are just saying that you are going to point out that the characterization that you people had made that defendant or defendants -- I am not sure which it was -- on the -- among the three people is something that should make a difference in terms of whether

the potential opt-ins ought to be circulated, that is not particularly convincing. I didn't know that that was the kind of discovery you are talking about.

MR. OH: The other -- the other points that we made, your Honor, is that there are actually two exemptions in play here. There is the executive exemption and administrative exemption.

THE COURT: Yeah.

MR. OH: And there are some people who would potentially receive notice who were loss prevention managers over multiple different stores as opposed to Mr. O'Toole.

THE COURT: Well, let's try again. The fact that somebody gets notice and may make a claim, for example, doesn't get that person locked in as a potential plaintiff entitled to recover because that is the whole purpose of sending out notice and getting responses, that is, you get -- then you get factual information about whether the people would qualify, for example, for an administrative or an executive exemption. But the only way you know that is not by your discovery in connection with these -- the current opt-ins. I don't understand that one at all.

MR. OH: But I think --

THE COURT: If that is the predicate for it, you don't get it.

MR. OH: But I think your Honor was absolutely

1 correct in saving before notice goes out to 2,882 people 2 there needs to be more --THE COURT: Who is paying? 3 4 MR. WERMAN: Plaintiffs are paying. 5 THE COURT: Plaintiffs are paying. MR. OH: There is --6 7 THE COURT: You know, so -- and notice -- the 8 notices always say very carefully this does not tell you you have got a claim, and the Court hasn't made any judgment 9 about it, and the defendants deny it. So, you know, it is 10 full -- it is full disclosure. I just -- nobody can claim to 11 12 have been misled by reason of receiving the notice. 13 MR. OH: No. And we have agreed to the notice 14 language, your Honor. We worked that out since the last time we are here. So there is no issue about what is stated in 15 the notice. The question is of whether or not the notice 16 17 even should go out when there are clear and factual 18 differences between the individuals who have already joined 19 the case. 20 THE COURT: Yeah, but those we find out when we get 21 the answers. 22 Yeah. Judge, this is -- all the MR. WERMAN:

discovery that he is talking about is merits discovery that

It is not all --

is step two of this process. And --

MR. OH:

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THE COURT: I am sorry, I have not understood that that was the class -- that is a bad pun -- that was the kinds of discovery that you were talking about. If that is it, then you are -- there is no reason to hold off. Let the notices go out. It may turn out that 2,100 of the people don't qualify. And if so, too bad for them. But plaintiffs are paying, so you can't -- I don't think you can complain about that. You know --

MR. OH: Your Honor --

THE COURT: -- if the natives -- if the natives are made restless by reason of having received notices, but it turns out that they don't have a claim, well, you know, that is life. I don't -- I just don't see that as a basis. I am going to grant the transmittal we have already talked about form.

MR. WERMAN: Yeah. Judge, on October 20th the -- we filed the notice documents that had been agreed to by the parties, so we acknowledged a class list.

THE COURT: Did I -- did I mark that one up for you or not?

MR. WERMAN: We -- the last time we were here you proposed or told us the changes you wanted to have made to it. And we made --

THE COURT: I told you the changes. I did mark it up.

1 MR. WERMAN: And we made those. We filed that on 2 October 20th. THE COURT: Okay. All right. So the motion for 3 notice to potential class members, which is a -- an 4 inaccurate characterization under Rule 216(b), potential 5 plaintiffs, opt-ins, under rule -- under Section 216(b) is 6 7 granted. Now, how long is it -- have you -- you haven't 8 received a printout of the whole works, right? 9 MR. WERMAN: We do not have the class list yet, 10 11 Judge. 12 THE COURT: Okay. How long is that going to take 13 you to put together? 14 MR. OH: One second. 15 THE COURT: Yeah. MR. OH: Your Honor, I will hand over this class 16 17 list that is on this CD right now. THE COURT: Okay. Now, how long is it going to 18 take to get the -- well, that is on part of it. What about 19 20 yours? 21 MR. JOSEPHSON: The -- to get the notice out -- you 22 are asking me how long it is going to take to get the notice 23 issued to the class members? No, how -- the list. Is that both? 24 THE COURT: 25 MR. JOSEPHSON: Yeah, Mr. Oh --

1 THE COURT: Is that for both? 2 MR. JOSEPHSON: This is -- Mr. Oh represented to us 3 last week that he would have the list. 4 THE COURT: Is that for Sears and Kmart, right? 5 MR. OH: Kmart. 6 MR. JOSEPHSON: I haven't had a chance to look at 7 it, obviously. 8 It should be. MR, OH: 9 MR. JOSEPHSON: But I trust that it is what he says 10 it is. 11 THE COURT: All right. So --12 MR. OH: It should be 2,882 names of Sears and 13 Kmart. 14 THE COURT: As a matter of mechanics -- I am 15 talking to Mr. Werman now -- to implement that and send the thing out and get the responses back? 16 17 MR. WERMAN: Yeah. I think a week from Friday we 18 can have that out. A week from this Friday. 19 THE COURT: And you are add -- giving them, what, 20 63 days? 21 MR. WERMAN: Exactly. 22 THE COURT: All right. So wait a minute. So you 23 would be getting it out on November 4th, right? 24 MR. WERMAN: Yes, Judge. 25 THE COURT: So that put the response date just not

1 long after January 1st. It would be January -- about 2 January 6. So let me set a status in the week after that, 3 which would be January 9th through the 13th. And in that week you can take your choice. Any preference? 4 5 MR. WERMAN: No. Judge, any time that week. MR. JOSEPHSON: Can we do the Wednesday of that 6 7 week? 8 THE COURT: Wednesday is fine. 9 MR. JOSEPHSON: Okay. 10 THE COURT: So Wednesday, January 11th. 11 MR. OH: Your Honor, there is a status date 12 currently scheduled for December 28th. 13 THE COURT: I am going to vacate that, yeah. 14 Wait just a minute. So it is going to be 15 January 11, 2012 at 9:00 o'clock. 16 Thank you. 17 MR. WERMAN: Thanks, Judge. 18 MR. JOSEPHSON: Thank you, your Honor. 19 MR. OH: Thank you, your Honor. 20 (Which were all the proceedings heard.) 21 CERTIFICATE 22 I certify that the foregoing is a correct transcript 23 from the record of proceedings in the above-entitled matter. 24 25 s/Rosemary Scarpelli/ Date: November 7, 2011